

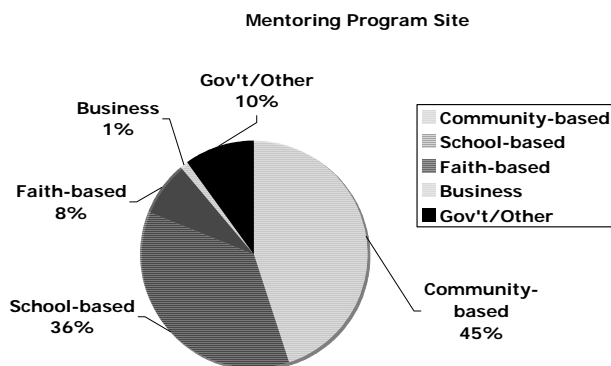
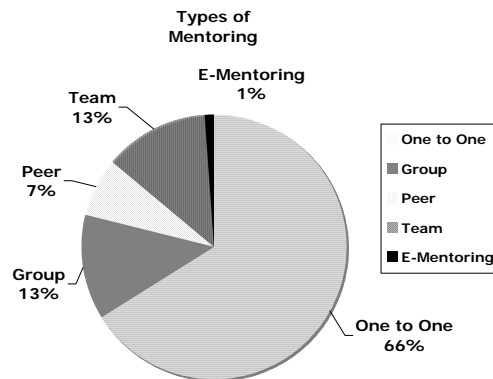
# Mentor Michigan Census

## Wave II: Executive Summary

### The Scope and Nature of Mentoring in Michigan Overview

- A total of 27,090 young people were mentored through 233 distinct programs operated by 136 various community, school, faith, government and business-based organizations in 2004. As only 136 of the 207 (66%) identified mentoring organizations responded to the MMC, it is reasonable to estimate that more than 30,000 Michigan youth benefited from having a mentor in 2004.
- Nearly 16,000 (15,977) Michigan residents served as mentors in 2004.
- Mentoring organizations are located in 41 of Michigan's 83 counties.

**Type:** One to one mentoring is most common. Group (1 adult to no more than 4 youth) and Team (a group of adults with a group of youth, no more than a 1/4 ratio) mentoring are the next most common. Peer mentoring is often used in school-based programs. E-mentoring is a supplement, but as depicted, rarely a primary mentoring form. This distribution is similar to that found in Wave I, with the only significant differences being an increase in the number of one to one mentoring reported and a slight decrease in the amount of group mentoring reported.



**Site:** Of the 233 distinct programs reporting, 106 (45%) are community-based and 84 (36%) are school-based. Government operated, faith-based and business-based programs are less common.

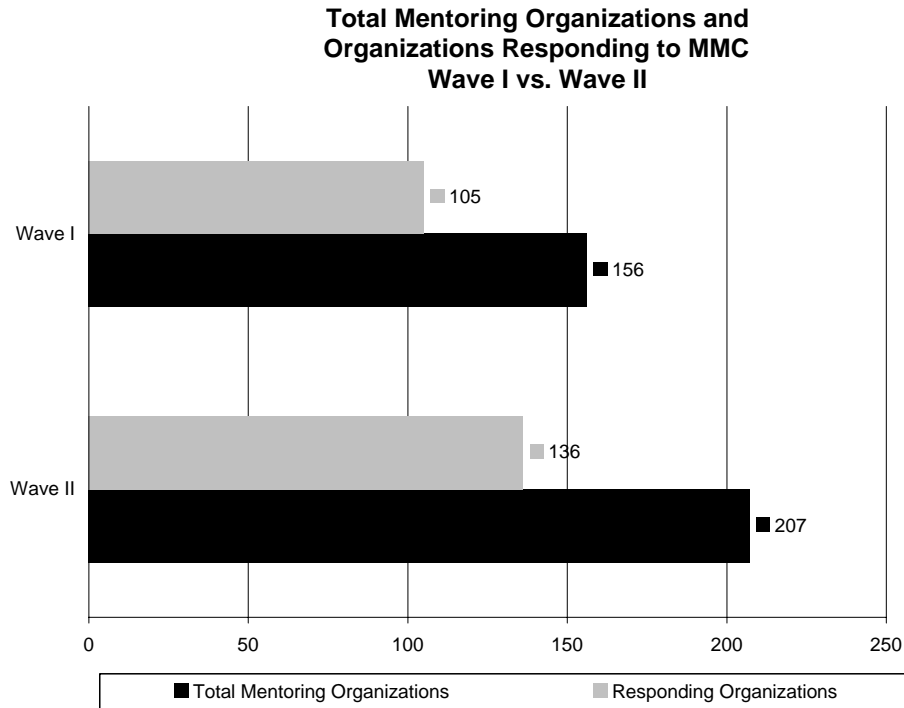
While there are more community-based programs, more children are served through school-based programs. The average school-based program served 169 students in 2004, while the average community-based program served about 115 children in 2004.

# Mentor Michigan Census

## Wave II: Executive Summary

### Tracking Changes on Key “Funnel” Measures

- **Mentoring Organizations:** The number of organizations identified as operating mentoring programs has increased from 156 to 207 comparing Wave I to Wave II. The number of organizations responding to the MMC increased from 105 to 136.



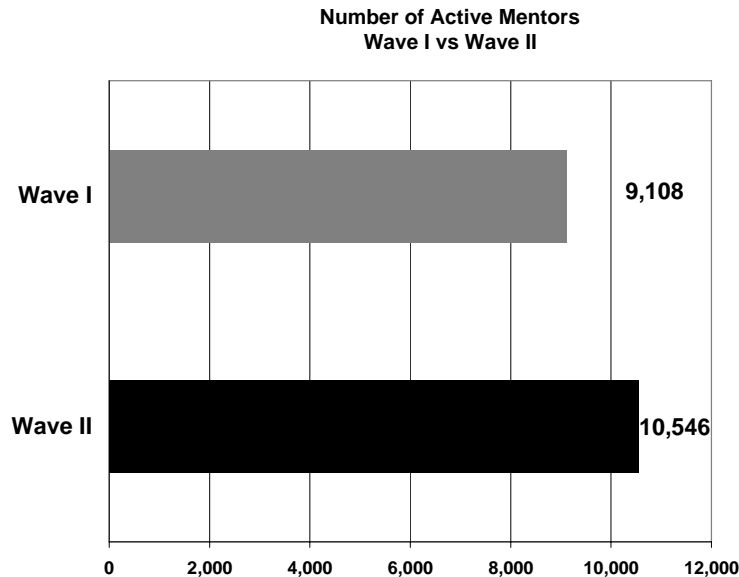
- **Youth Served:** There was a reported increase of 2,216 youth mentored in the last year (from February 2004 through February 2005). In 2005, 94 programs responding to the MMC report an aggregate increase in the number of children mentored of 3,282. During the same time period, 29 programs report a decrease with an aggregate decline of 1,066 youth. This yields a net increase of 2,216 more youth mentored in the last year.

Change in the Number of Youth Mentored	
Feb. 2004 vs. Feb. 2005	
94 programs report an increase in matches of.....	3,282
29 programs report a decrease in matches of.....	1,066
Net change	2,216

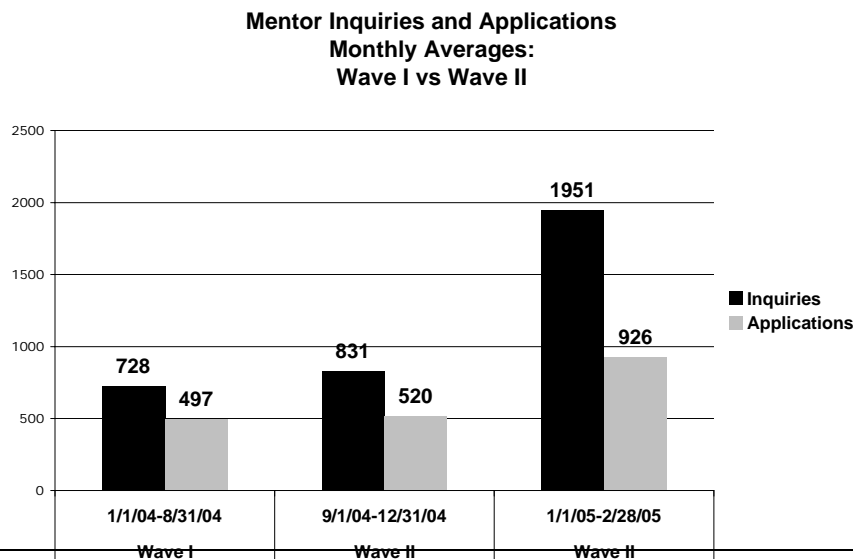
# Mentor Michigan Census

## Wave II: Executive Summary

- **Active Mentors:** The MMC counted more active mentors in Wave II than in Wave I. Organizations responding to Wave II of the MCC report 10,546 active mentors as of Feb. 28, 2005. This compares to 9,108 active mentors counted in Wave I (as of Aug 31, 2004), an increase of 1,438. Most of this increase is due to organizations reporting for the first time in Wave II, but also apparent is an incremental increase in the number of active mentors from organizations reporting in both Waves I and II.



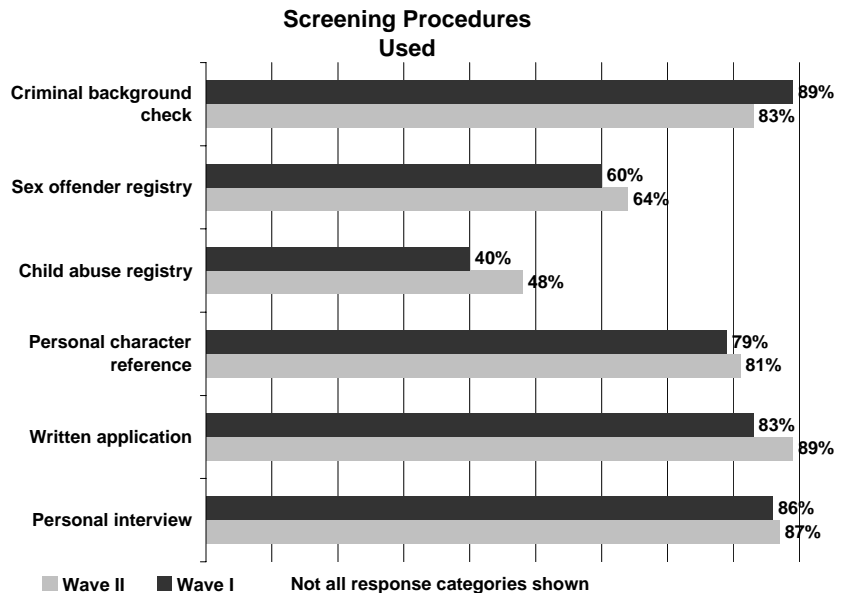
- **Inquiries and Applications:** There were a total of 9,975 inquiries and 6,248 written applications to be a mentor in 2004. The monthly averages of mentor inquiries and applications are increasing. The first two months of 2005 witnessed a large increase in the monthly average of both inquiries and applications. This is likely a result of the efforts associated with National Mentoring Month in January 2005.



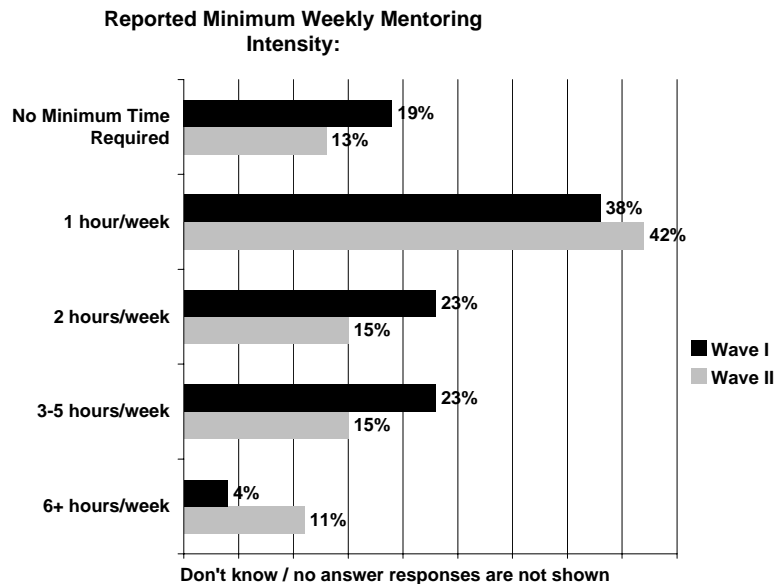
# Mentor Michigan Census

## Wave II: Executive Summary

- **Screening:** In 2004, programs report that 6,352 potential mentors were screened. Of these, 341 (5.3%) were screened out because of information uncovered during the screening process. Similarly, in the first two months of 2005, 2,121 potential mentors were screened, with 93 (4.3%) being disqualified.
  - Most procedures used to screen potential mentors show slight increases in use from Wave I to Wave II.



- **Mentoring Intensity, Duration and Training:** Wave II measures of mentoring intensity and duration show only small changes from Wave I. Fewer programs report having no minimum amount of required contact this period (see graph). Similarly, hours of mentor training provided by programs reporting in Wave II is slightly, but not significantly, higher compared to the earlier period.



# Mentor Michigan Census

## Wave II: Executive Summary

### Mentor and Youth Served Demographics

**Mentor Gender: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
Male	34%	32%
Female	66	68

**Youth Served Gender: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
Male	40%	51%
Female	60	49

**Mentor Age: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
< 18	19%	20%
18 – 25	9	39
26-35	52	30
36-45		
46-55		
56-65	16	4
66+	4	7

**Youth Served Age: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
< 5	--	4%
6 – 11	35%	59
12 – 14	45	17
15 – 18	18	20
18 – 25	2	< 1
26+	--	< 1

**Mentor Race: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
Caucasian	76%	78%
African-American	22	16
Hispanic	2	2
Native American	< 1	1
Asian-American	< 1	2
Arab-American	< 1	< 1
Other	< 1	< 1

**Youth Served Race: Wave I vs. Wave II**

	<i>Wave I</i>	<i>Wave II</i>
Caucasian	44%	57%
African-American	47	36
Hispanic	5	4
Native American	2	1
Asian-American	--	< 1
Arab-American	< 1	< 1
Other	--	2

#### Mentor Demographics:

Demographics characteristics of mentors are similar comparing Waves I and II. The only exception to this is that there is a large increase in the proportion of mentors age 18-25. This age group is now the single largest cohort providing mentoring services to younger people. Analysis of the data shows that part of this increase is based on the new organizations reporting in Wave II, but also driving the difference is that recruitment efforts appear to be most effective with this young adult age group.

#### Youth Served Demographics:

There are significant differences in the characteristics of youth served comparing Waves I and II. In Wave II, the proportion of males served has increased. Similarly there is an increase in the percentage of youth age 6-11 being served and a decline in the proportion of 12-14 year olds served. The proportion of African-American youth served has declined while the proportion of Caucasian youth served has increased. This is as a result of new programs reporting this period that serve Caucasians.

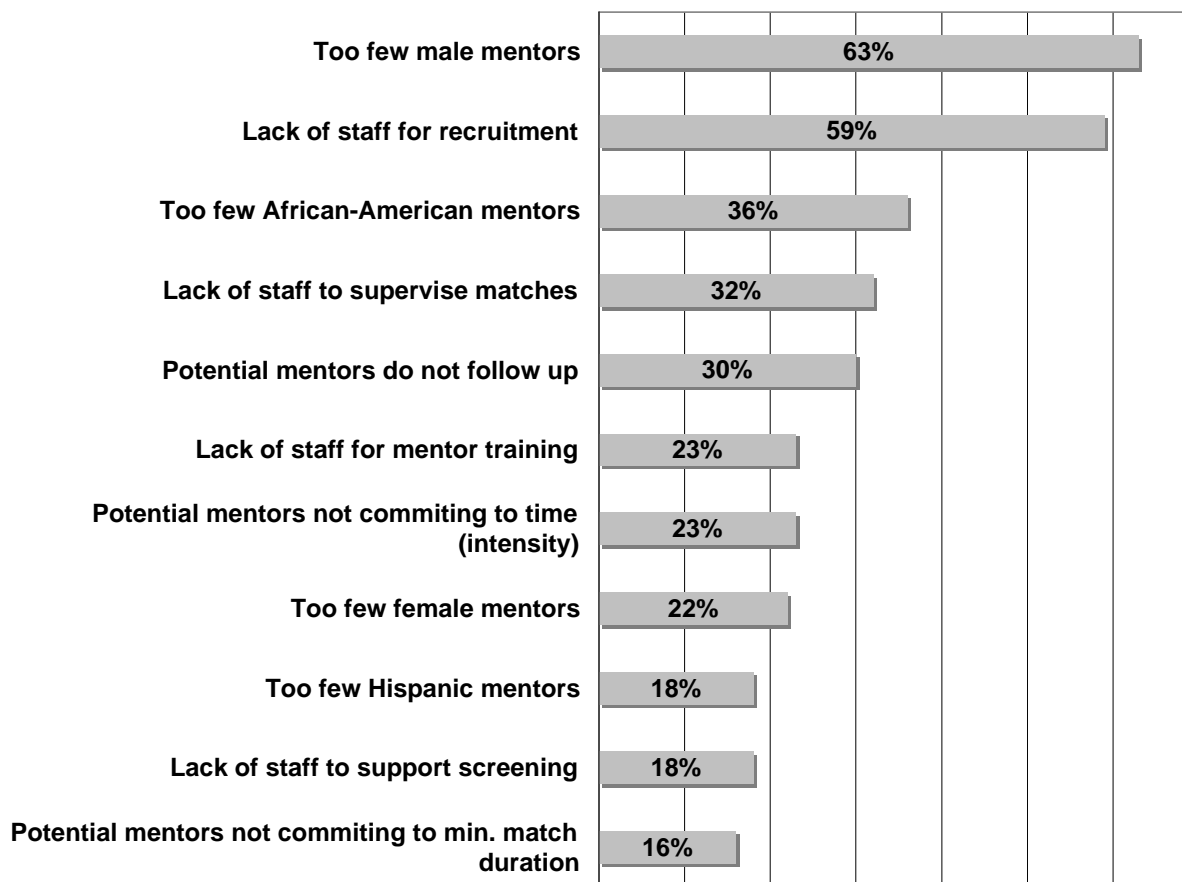
# Mentor Michigan Census

## Wave II: Executive Summary

### Barriers to Growth of Mentoring in Michigan

- **Barriers:** "Too few male mentors" and "lack of staff support for recruitment" are the two barriers cited most frequently by mentoring organizations. Additional barriers include other factors related to potential mentor characteristics and staff constraints.

Reported Barriers to Serving More Children with Mentors



*Note: The chart above does not include these other cited barriers: Potential mentors do not attend training, 13%; Too few Caucasian mentors, 11%; Too few Native-American mentors, 11%; Staff unable to follow-up on all inquiries, 9%; Potential mentors won't work w/children on waiting list, 7%; Background checks are cost prohibitive, 7%; Potential mentors not cooperating with background checks, 4%.*

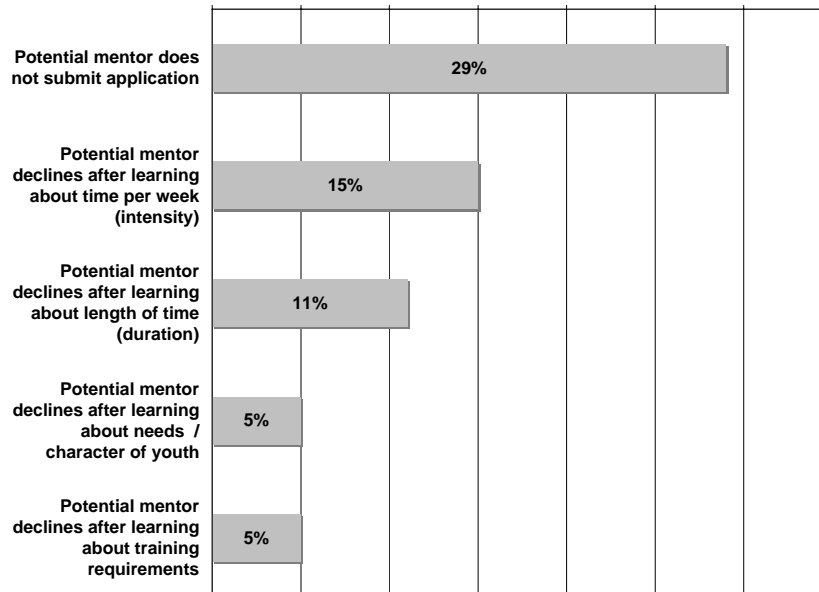
- **Organizational Needs:** Similar to the data above, in order to increase the number of children mentored, mentoring programs want support (in order of priority):
  - Recruiting more male mentors.
  - Accessing a centralized and affordable background check/screening process.
  - Recruiting more African-American mentors.
  - Recruiting more mentors willing to work with children with difficult or special problems.
  - Accessing centralized resources for mentor training.

# Mentor Michigan Census

## Wave II: Executive Summary

- **Time from Inquiry to Match:** Fifty percent of mentoring organizations report that, on average, a person inquiring to become a mentor is matched with a child within 30 days. Yet, twenty percent of organizations do not track time from inquiry to match.
- **Reasons Inquires Do Not Match:** Mentoring programs report that the most common reason an inquiry does not eventually get matched with a young person is that the potential mentor does not submit a written application. Time commitments, of both intensity (hours per week) and duration (overall length of relationship), also are barriers for substantial minorities of potential mentors. Less frequently cited is the potential mentors' concerns about the special needs of the young person and lastly, the time commitment required for mentor training.

Top 5 Reasons Inquiries Do Not Get Matched with a Young Person



- **Capacity:** Looking in aggregate, Michigan's mentoring organizations report that they are operating at capacity right now, assuming no change in their operating budgets. Yet, one in four mentoring organizations respond that they "don't know" their organizations' maximum annual mentoring capacity.
- **Liability:** For the vast majority of mentoring organizations concern with liability is not a factor in preventing more children to be served. Only 4% of organizations report that liability is a major concern. Thirty-five percent report that liability is a "minor" factor while 42% report, "liability is fully managed so as not be an issue."
- **Match Termination:** Most mentoring organizations report that mentors rarely terminate a match within the first three months; 65% report it occurs less than 5% of the time. Similarly, organizations report that the child's family or guardian terminates the match within the first three months even less frequently. Most matches seem to "take". Yet, even small numbers of terminated matches may be problematic.

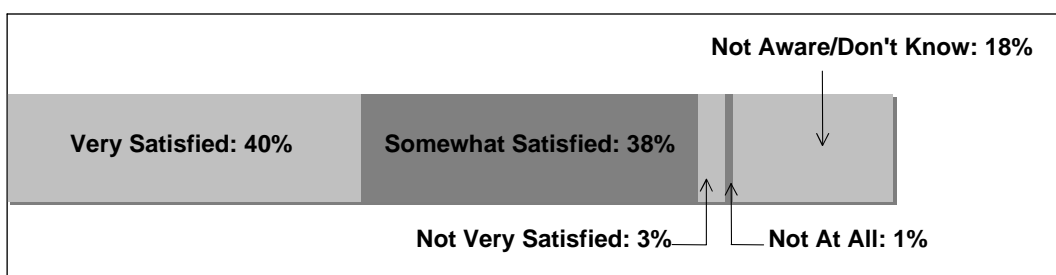
# Mentor Michigan Census

## Wave II: Executive Summary

### Mentor Michigan: Satisfaction and Services Used

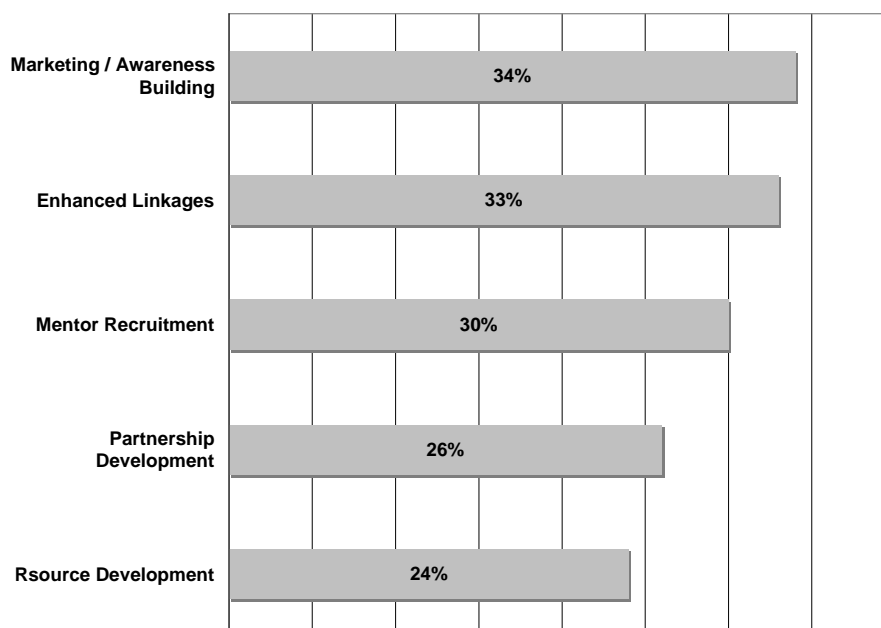
- **Satisfaction with Mentor Michigan:** Michigan's mentoring organizations use and are satisfied with the work of Mentor Michigan. Seventy-eight percent of MMC respondents indicate that they are "very" or "somewhat satisfied" with its work (18% are unaware). Four percent report being dissatisfied.

Satisfaction with Mentor Michigan



- **Perceived Benefits of Mentor Michigan:** Michigan's mentoring organizations report that they have benefited from Mentor Michigan's work. Most cite the marketing and awareness building support, but enhanced linkages, recruitment support, partnership and resource development are all mentioned by at least one of four.

Perceived Benefits of Mentor Michigan



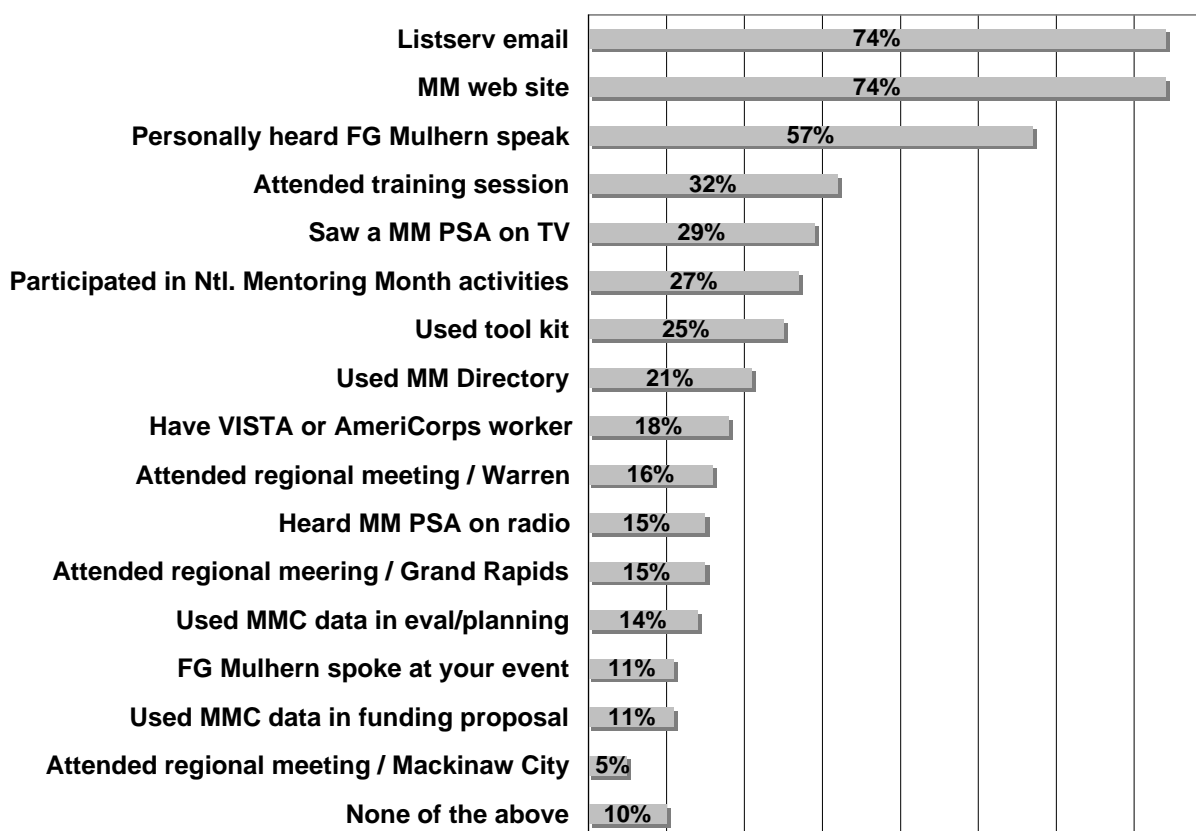


# Mentor Michigan Census

## Wave II: Executive Summary

- **Use of Mentor Michigan Services:** Internet-based resources like the Web site and email “listserv” are used most frequently by Michigan’s mentoring organizations. Specifically, seventy-four percent are part of the informational “listserv” and the same percentage has visited the Mentor Michigan Web site.
  - Fifty-seven percent have personally heard the First Gentleman speak about mentoring.
  - Nearly one in three has attended a -sponsored training session.
  - More than one in ten have used Mentor Michigan Census Wave I data to assist in program planning, evaluation and/or for funding proposals.
  - Only one in ten indicate “none of the above”, revealing that 90% of reporting organizations have been touched by Mentor Michigan in some way.

**Use of Mentor Michigan Services, Resources, Activities  
Since September 2004**



# **Mentor Michigan Census**

## **Wave II: Executive Summary**

### **Background, Objectives and Method**

The Mentor Michigan Census (MMC) is a periodic survey of organizations operating mentoring programs in the State of Michigan. In Wave I of the MMC, conducted in the fall of 2004, 105 organizations responded to the MMC out of a total of 156 organizations that had registered with Mentor Michigan as of September 1, 2004. This reflects a 67% response rate.

This report reflects the data from Wave II of the MMC, conducted in March of 2005. Out of a total of 207 mentoring organizations identified and registered with Mentor Michigan, 136 responded (66% response rate). Of the 105 organizations that responded to Wave I, 96 responded to Wave II. Thus, 40 organizations reported for the first time in Wave II.

The MCC data were collected via an on-line survey. There were approximately 60 questions in each Wave's survey. Approximately half of these questions are repeated for tracking purposes and the other half specific to each Wave and focused on various items of interest to Mentor Michigan and its key constituents.

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

Additionally, in this first wave of the MMC, emphasis was placed on understanding the types of organizations that provide mentoring programs. In Wave II, emphasis was placed on understanding barriers to serving more children with mentors, including liability, recruitment and other challenges. Additionally, a special section addressed use and satisfaction with the services and products produced by Mentor Michigan.

Mentor Michigan has adopted the National Mentoring Partnership's definition of mentoring. "Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee." Responsible mentoring can take many forms:

- Traditional mentoring (one adult to one young person)
- Group mentoring (one adult to up to four young people)
- Team mentoring (several adults working with small groups of young people, in which the adult to youth ratio is not greater than 1:4)
- Peer mentoring (caring youth mentoring other youth)
- E-mentoring (mentoring via e-mail and the Internet)

# **Mentor Michigan Census**

## **Wave II: Executive Summary**

The MMC uses the mentoring funnel as a conceptual framework. The mentoring funnel can be used by organizations and Mentor Michigan when planning, implementing and assessing efforts to provide mentors to children who need them. The funnel identifies key steps in the recruitment and mentoring process to be measured, including number of inquiries from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, duration and intensity of matches and mentors repeating the mentoring experience or referring others to become mentors. See the “State of Mentoring in Michigan” for more information.